

# SPRAGUE®

THE MARK OF RELIABILITY

a Penn Central unit

JULY, 1983



## PCC ESTABLISHES ELECTRONICS AND DEFENSE GROUP

Penn Central Corporation has established an Electronics and Defense Group that includes four major business segments — Sprague Electric Company, Vitro Laboratories and Automation Industries' manufactured products and technical service companies. Eugene G. Swartz, President of Automation Industries since 1978, was named president of the new group.

Penn Central President and Chief Executive Officer, Alfred W. Martinelli commented that "the Electronics and Defense group is expected to be one of our company's principal growth areas in the 80's. Mr. Swartz will be responsible for controlling, monitoring and developing this vital part of our business, reporting directly to our Chief Operating Officer, Charles E. Cobb, Jr."

John L. Sprague continues as President and Chief Executive Officer of Sprague Electric Company and Robert C. Gormley as President of Vitro Laboratories.

## MARMOREK HONORED



The General Motors Corporation recently honored H. Stephen Marmorek, President of Sprague Electric of Canada, Ltd., by inviting him to be a speaker at the 1983 General Motors Management Conference at The Greenbrier in White Sulphur Springs, West Virginia.

Sprague Electric of Canada's chief executive was selected from some 15,000 General Motors' suppliers to speak on the subject of "How to Achieve Superior Product Quality." His talk centered on how quality improvement can be made to pay handsome dividends in shippable product rather than being an additional expense. In his talk, Mr. Marmorek stressed how supplier cooperation with customer engineers can

bring about specifications which will result in better and more cost-effective products. He used as an illustration the changes and improvements in molded tantalum capacitors which are supplied to the General Motors Corporation from the Sprague Electric of Canada plant in Toronto.

Mr. Marmorek's presentation was very well received and resulted in congratulatory letters from Roger B. Smith, Chairman of General Motors, F. James McDonald, President of General Motors, and D. E. Hackworth, President and General Manager, General Motors — Canada.

Mr. McDonald's letter to Mr. Marmorek, following the meeting, is typical. In it he said, "Your comments about the relationship between quality products and business success were right on target. You did a fine job, and I am indebted to you and your outstanding organization.

"Please pass my congratulations along to the people of Sprague Electric of Canada for the great job they are doing." (SLC)

## PLANT OF THE YEAR

President John L. Sprague has announced a program to recognize a "Plant of the Year." President Sprague noted that while "the 'bottom line' is the final performance measure for any industrial organization," there are a number of other criteria that can be used to measure performance. Other various indices to be considered in the decision on the "Plant of the Year" include productivity measures, shipping performances and quality performance.

Results will be tracked, reported quarterly and totaled at year end. Permanent plaques at winning plant sites, along with a plaque at Company headquarters to show sequential winners, will be part of the recognition program that is being planned.

As we go to press with this LOG, the first quarter results show the Sanford, Maine operation to be in an early lead. (FTT)



Taking time out to face the camera in the Sprague Electric booth at the recent Electro '83 Exhibition in New York City are, l. to r., Charles E. Cobb, Jr., Executive Vice President, Penn Central Corporation; Dr. John L. Sprague; Jack Goodman, President, Sprague-Goodman Electronics, Inc.; Carroll G. Killen, Sr. Vice President, Marketing and Sales; Joseph P. Coughlin, Vice President, Sales; and Eugene G. Swartz, President, Penn Central Electronics and Defense Group.

## WORD PROCESSING COMES OF AGE AT SPRAGUE NORTH ADAMS

One does not need 20-20 vision as she or he walks through the North Adams plant to realize that a revolution is going on. The revolution is not a violent or noisy one, nor is it a battle of differing ideologies. It pits not brother against brother but rather mankind against paper. The revolution is WORD PROCESSING. And its acceptance by the people involved with it has been both significant and dramatic.

On a national level the switch in technology from the typewriter to the word processing unit has created some new terms. Two of the terms most commonly heard are, COMPUPHOBIA, and TECHNISTRESS. Both of these terms relate to the feeling of operators when they first sit down in front of a new large piece of high tech machinery. The number one fear is, "If I press the wrong button, I'm going to ruin this new piece of equipment." As more and more people become involved in word processing, and the awareness level of the users increases, the anxiety of the users decreases, and is replaced by increased productivity and job satisfaction.

Over the past two years, North Adams, for example has obtained seventeen IBM Displaywriters. Although initially there was some anxiety, overall the addition of this equipment has been greeted with open arms. Chick Jost, one of the early users of the Displaywriter, describes them as being "an extremely powerful tool, with capabilities that stimulate the capabilities of those who are involved with it." He goes on to say that one of the aspects of word processing that makes it unique is that it requires a full commitment from both operator and manager to become involved in the process. "It's an evolutionary system that will be changing in technology, and by doing so will be changing our system of doing things."

Managers throughout North Adams, have found that the word processors are not just a means to carry out existing systems, but are in fact the initiators of new systems being developed. Many employees have attended a two day, file design workshop at the IBM offices in Albany, which greatly assisted them in gaining the realization of what the word processors are able to do.

As Sprague Electric goes forth into the mid 1980's, there is no question but that the word processor will continue to be recognized as a necessary part of a working office. (MWW)

## DENNING NAMED GENERAL MANAGER FILTER DIVISION



Neil R. Denning has been named General Manager of the Sprague Electric Company's Filter Division, it was announced by Donald F. McGuinness, Group Vice President.

In his new post, Mr. Denning will have responsibility for the company's interference filter operations in North Adams, as well as for its filter plant at Annapolis Junction, Maryland and subcontractor in Tia Juana, Mexico.

Mr. Denning has been with Sprague Electric since 1967 in various financial posts in its Semiconductor Division and was most recently group controller for the Active Components Group headquartered in Worcester, Massachusetts. He had also served as acting controller of the Filter Division since October, 1982.

He was production manager for the Williamsburg Greetings Corporation in Webster, Massachusetts before joining Sprague Electric.

Mr. Denning holds an associate degree in industrial engineering from Worcester Junior College.

Mr. Denning is the son of Mr. and Mrs. James Denning of Webster, Massachusetts. He is married to the former Judith Wager, daughter of the late Mr. and Mrs. Anthony Wager of Dudley, Massachusetts.

Mr. and Mrs. Denning and their son, Mark, presently residents of Dudley, will move to the North Adams area late in the spring.

## EDUCATIONAL SPONSORSHIP

Self-improvement is a self-perpetuating force. However, Sprague Electric offers opportunities to enhance your self-development through financial assistance for educational programs. We have sponsored a number of employees who have positive attitudes toward education and are willing to learn and put in the required effort to gain the most from their educational efforts. Forget the idea that you are too old for schooling and studying! It is never too late to learn something new!

Employees who have been with the Com-

pany for at least 12 months, and wish to further their education in business or a field related to their employment with the Company, may apply for educational sponsorship with the Company. An application can be obtained from your local Industrial Relations office. The Company pays your registration, tuition, lab and bookstore fees at your local college or university for evening education programs. See your IR Department for details. In this issue we would like to congratulate the employees listed below for their dedication to higher learning and self-development.

Employees recently receiving degrees in North Adams were:

Kathleen Wall, Senior Design/Project Manager received a Master of Science in Computer Science, June, 1983 from Union College; Eugene Baker, Machine Designer, received an Associates Degree in Fire Science Technology, June, 1983 from Berkshire Community College; Bill Hein, Quality Engineer, received a BA degree in Physics, June, 1983 from North Adams State College; Gary Tatro, Lead Computer Operator, received an Associates Degree in Business Data Processing, June, 1983 from Berkshire Community College; Edward Duda, Product Engineer, received a BA Degree in Physics, June, 1983 from North

Adams State College.

Sales Offices: Jacqueline Withrow, Account Specialist from the Arizona Sales Office received an Associates Degree in Business from Mesa Community College, June, 1983;

Annapolis Junction: David Miller, Plant Manager, who received a Masters of Arts in Business Administration, Summer of 1983 from Central Michigan University;

Worcester: Mark Drew, Master Engineering Technician who received an Associates of Applied Technology from the Central New England College; Robert Donelson, Senior Process Engineer, who received a Masters of Business Administration from Anna Maria College; Cheryle O'Neill, Lead Mini-Computer Operator, who received an Associates in Computer Science from the Boston University; and Michael Moylan, Senior Production Technician, who received an Associates of Applied Science from Central New England College. We also had Robert DelSignore, Product Engineer, who received a Master Bio-Medical Degree from Worcester Polytechnic Institute, and Alan Ledoux, Manager of Product Engineering also receiving a Master Bio-Medical Engineering Degree from Worcester Polytechnic Institute. (BJT)

## A RECORD TO BE ENVIED



Presenting the Safety Award to Ashe County were Philip Brucato, and Jack D. White. Left to right: Ballard Marsh; Jesse Mock; Thomas Harless; Jack D. White, Group Vice President; Harry Ashley; Elizabeth Dancy; Bennie L. Barker, Plant Manager; Frances Parsons and Philip Brucato, Safety Manager.

I am pleased to announce that for the second year in a row Ashe County is the recipient of the President's Safety Award. In 1982 as in 1981 Ashe County posted the best record in at least two of the four categories used to determine the award recipient. Annapolis Junction received the Outstanding Achievement Safety Award moving up from seventh place a year ago.

In North Adams where there are four operating divisions, the Filter Division compiled the best overall record by not experiencing a lost time accident.

Also noteworthy this year was the presentation of a special award to Ashe County and Hillsville for surpassing 1,000,000 hours-worked WITHOUT a lost time accident. The employees of facilities receiving awards this year are extremely proud of their accomplishment and they are congratulated for their achievement.

The safety awards program now entering its third year is more than just giving recognition to facilities excelling in safety. It is a reminder to all employees to work together to make their workplace a safer place to be. Each and every employee is encouraged to be safety conscious and strive to be number one. (PTB)

### SPRAGUE ELECTRIC LOG ISSUE 2, 1983

Fred T. Thompson, Editor  
Donald J. Boyer, Ass't. Editor

#### Contributors

Philip T. Brucato — North Adams  
Billie G. Brumley — Texas Sales Office  
Theodore H. Buck — Barre  
Thomas E. Chapman — Concord  
Sidney L. Chertok — North Adams  
Dennis R. Discoll — Sanford  
Richard T. Kneeland — Worcester  
Michael R. Kowalske — Wichita Falls  
Marion H. Manion — North Adams  
Carol J. McAdams — Annapolis Junction  
Deborah J. McKinstry — Concord  
Bette D. Rose — Nashua  
Vickie A. Rupert — Orlando  
Donald L. Sowers — Visalia  
Barbara J. Trenti — North Adams  
Hugh H. van Zelm — North Adams  
Mark W. Warter — North Adams  
Clayton D. Weaver — Ashe County  
William E. Williams — Clinton

## BOSTON TRIP

Mid-March 1983 saw a group of 94 Sprague North Adams employees join together for a planned shopping trip in Boston Quincy Market shopping area then across town to the Dorchester section where the New England Flower Show was in progress. Tickets for the show were obtained in advance by Industrial Relations so no time was lost. The group was able to enjoy every minute of a nearly two-hour stay walking among the acres and acres of beautiful flowers and plants.

The return trip was topped off by a stop at the Old Mill Restaurant where a wonderful smorgasbord dinner was enjoyed by all. The overall comments on the trip were very complimentary. The interest of this very large group was so well satisfied that it could very well become an annual event. (DJB)

## TO YOUR HEALTH

On June 1, 1983, the first Occupational Health Conference was held in Merrimack, New Hampshire. Attending the conference were Occupational Health Nurses and practitioners throughout Sprague Electric, and guest speakers from our insurance carrier and OSHA. The purpose of the conference was to develop procedures to minimize and recognize work-related health issues. This informative conference was another step towards providing our employees with a safe and healthy work environment. The clear message coming from the conference is that we must all continue to be aware and understand factors that can lead to personal illness. The conference attendees have vowed to get together next year to continue their efforts in this area. (PTB)

## BOND DRIVE

All of us are acutely aware of the current economic conditions that face us. The purchase of U.S. Savings Bonds serves a twofold purpose: It helps to maintain the stability of the dollar and to discourage inflation and it provides us with the opportunity to save money safely and systematically. All employees are urged to give their total support to the purchase of U.S. Savings Bonds through the payroll savings plan. Our combined efforts in this regard will serve to illustrate our faith in the strength and security of our country and our economy! (FTT)

## IR MANAGER



Mr. Fred A. Monroe has joined Sprague Electric Company Longwood, Florida in the position of Industrial Relations Manager. Fred is a graduate of the University of South Florida with a degree in labor economics. He comes to Sprague from Rinker Materials Corporation, Orlando, Florida. Previous positions were at Lakeland General Hospital and FMC Corporation.

## VISALIA FACILITY CELEBRATES

On April 30th, the Visalia Sprague Electric manufacturing facility celebrated its 25th year with an Open House attended by employees, their families, friends and representatives of the Visalia city government. Over 600 people toured the plant with employees acting as tour guides and instructors for the various operations throughout the plant.

The Visalia plant, originally a 27,000 square foot concrete building on 40 acres of land, officially opened on May 5, 1958. The first products manufactured there were radio noise and interference filters and the product line was increased in the Fall of 1958 to include the manufacture of magnetic components. In 1978, the product line was expanded to include monolithic ceramic capacitors. Devices manufactured in Visalia presently include pulse transformers, switching transformers, DC to DC converters, D.I.P. and S.I.P. monolithic ceramic capacitors, logic sub-assemblies, and other custom packaged components. Products that utilize Visalia's components range in



size from mobile radios to large computers. In his comments included in the Open House brochure, Plant Manager Chuck Schumacher said: "We believe that we have the people, the know-how, and the necessary facilities and equipment to enable us to look forward with confidence to continued success in the years ahead. Our employees play an important part in the development of ideas and products that would have seemed miraculous just a few short years ago. They are helping to turn our products which are making life more comfortable and enjoyable for millions of persons and which also play a vital part in keeping our nation strong and competitive." The editorial staff extends sincere congratulations to the proud, successful employees at Visalia Sprague Electric! (FTT)

## 1983 SCHOLARSHIP AWARDS

During 1982 Sprague Electric Company gave financial assistance to 116 scholarship recipients totaling \$45,602. We are pleased to announce that this past June we have added to this benefit package 35 scholarships totaling \$12,996 to graduating high school students whose parents work at Sprague Electric Company. These scholarships range from \$150 per year to \$1500 per year for 2 to 4 years depending on the desired college degree. We would like to congratulate all the proud parents who have brought up such aggressive young achievers. We would like to congratulate all the students who have set their goals high and we wish them continued success in their college endeavors.

**NORTH ADAMS** — Lisa Gagliano, daughter of Florence Pettibone — \$200 per year for 4 years attending North Adams State College. Paul Pennock, son of John Pennock, \$200 per year for 4 years attending Berkshire Community College. Thomas Christiansen, son of Donald Christiansen, \$400 per year for 4 years attending Union College. William E. Sweet, Jr., son of William Sweet, Sr., \$500 per year for 4 years attending Vassar College. Jeffery Boni, son of Joseph Boni, \$400 per year for 4 years attending Williams College. Michele Daniels, daughter of Carol Daniels, \$300 per year for 4 years attending Holy Cross College. Allison Kirby, daughter of John Francis Kirby, \$500 per year for 4 years attending Brevard College.

**BARRE** — Cindy Lou Thygesen, daughter of Bruce Town, \$500 per year for 4 years attending the University of Vermont.

**ORLANDO** — Christopher Rotolo, son of Frederick Rotolo, \$200 per year for 4 years attending the University of Florida. Bonnie Defoe, daughter of Elizabeth Defoe, \$300 per year for 4 years attending Flagler College.

**HILLSVILLE** — Tony Quesenberry, son of Kenneth Quesenberry, \$200 per year for the first two years, then \$267 per year for the next two years attending Radford University. Cynthia Marshall, daughter of Troy Marshall, \$200 per year for the first two years, then \$267 per year for the next two years attending Wytheville Community College. Erica Dalton, daughter of Jane Bowman Dalton, \$200 per year for the first two years, then \$267 per year for the next two years attending Radford University. Brian Whicher, son of Christine and David Anderson, \$132 per year for two years attending Surry Community College. Patricia Thomas, daughter of Joseph and Nancy Thomas, \$132 per year for two years attending Wytheville Community College. Gregory Bunn, son of William Bunn, \$132 per year for two years attending Wytheville Community College.

**WICHITA FALLS** — Quan Le Vu, son of Don Lee Vu, \$600 per year for 4 years Rice University.

**CLINTON** — Karen Silcox, daughter of Paul Silcox, \$400 per year for 4 years attending The University of Tennessee at Knoxville.

**WORCESTER** — Jay Valley, son of Annette and Marc Shepard and Dorothy Valley, \$200 per year for 4 years attending Brown University. Mark Drew, son of Mark and Barbara Drew, \$200 per year for 4 years attending the University of Bridgeport. Glen Engstrand, son of Carol Engstrand, \$200 per year for 4 years attending Massachusetts Maritime Academy. Stephen Sullivan, son of William Sullivan, \$200 per year for 4 years attending Worcester State College.

**GENERAL** — Regina Mawn, daughter of Mary Mawn, \$500 per year for 4 years attending Fordham University.

**VISALIA** — Jeanette Hoffman, daughter of Frances Thompson, \$150 per year for 2 years attending College of the Sequoias. Denise Blunt, daughter of Jack Blunt, \$150 per year for 2 years attending College of the Sequoias.

**SANFORD** — Susan Whittier, daughter of Lois Whittier, \$1500 per year for 2 years attending the University of Maine at Orono. Brenda Briggs, daughter of Phyllis Briggs, \$500

per year for 4 years attending Plymouth State College.

**ASHE COUNTY** — Movita Stanley, daughter of Betty Stanley, \$500 per year for 4 years attending Appalachian State University. Kimberly Ashley, daughter of Janet Ashley, \$500 per year for 4 years attending Charlotte Presbyterian School of Nursing. Steven May, son of Billy May, \$500 per year for 4 years attending North Carolina State University. Sheila Clark, daughter of Margaret Clark, \$500 per year for 4 years attending North Carolina State University.

**NASHUA** — Edith Graichen, daughter of Janice Graichen, \$200 per year for 4 years attending the University of New Hampshire. Tammy Kleiner, daughter of Kenneth Kleiner, \$200 per year for 4 years attending Rivier College. Laurie Cass, daughter of Bernard Cass, \$300 per year for 4 years attending Notre Dame College.

**CONCORD** — James Martel, son of Gerald Martel, \$1200 per year for 4 years attending Georgetown University. (BJT)

Judy L. Kupiec daughter of Larry Kupiec of Corporate Material Development and Engineering is the recipient of this year's GK Technologies Special Scholarship. She is a graduate of Drury High School and has been accepted at the University of Dallas where she plans to pursue a pre-medical course of study. Her ultimate goal is to be a microsurgeon.

Judy graduated second in her class with an average of 97.5. While in high school she was a member of the band and chorus, on the prom committee and a member of the Medical and Allied Health Explorers Group. This summer she is employed as a technician at Sprague Electric. (MHM)

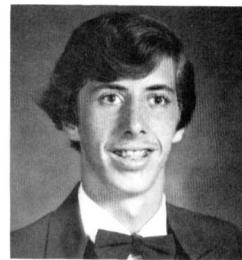
(l to r) Robert J. Diodati, Industrial Relations Manager, Judy Kupiec and Larry Kupiec.



Lisa Gagliano



Michele Daniels



Tony Quesenberry



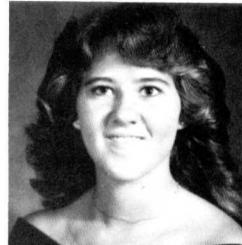
Allison Kirby



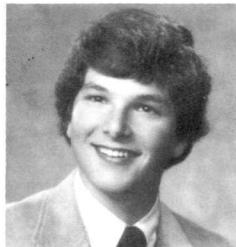
Cynthia Marshall



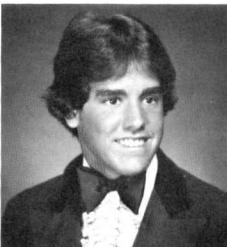
Cindy Lou Thygesen



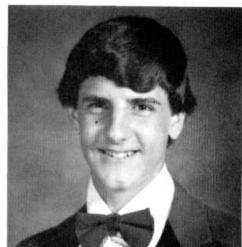
Erica Dalton



Thomas Christiansen

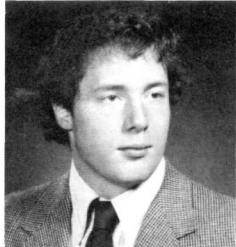


Christopher Rotolo



Brian Whicher

Paul Pennock

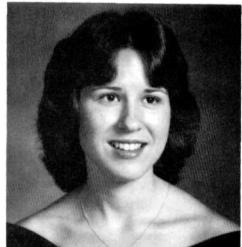


Jeffery Boni



Bonnie Defoe

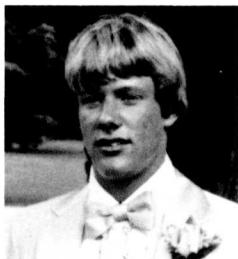
William E. Sweet, Jr.



Patricia Thomas



Gregory Bunn



Glen Engstrand



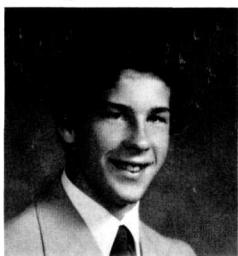
Susan Whittier



Sheila Clark



Quan Le Vu



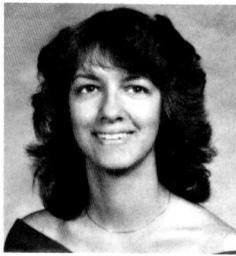
Stephen Sullivan



Brenda Briggs



Edith Graichen



Karen Silcox



Regina Mawn



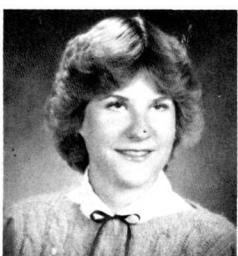
Movita Stanley



Tammy Kleiner



Jay Valley



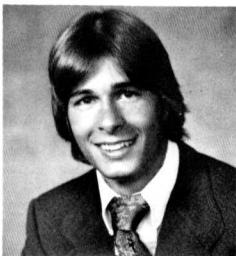
Jeanette Hoffman



Kimberly Ashley



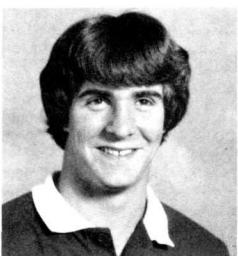
Laurie Cass



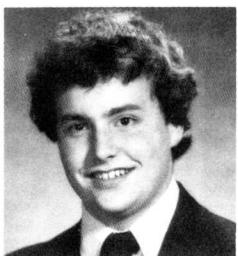
Mark Drew



Denise Blunt



Steven May



James Martel

## McGUINNESS ELECTED



Don McGuinness Group Vice-President, Active Components was recently elected to the Board of Directors of Raymond Engineering Inc.

Raymond Engineering, located in Middletown, Connecticut designs, develops, engineers and manufactures precision electromechanical and electronic systems and devices primarily for the military market.

Founded in 1938, Raymond has built a solid reputation for quality products and the ability to research and develop new ones. The Company recorded record sales and profits in 1982 and expects to exceed these in 1983. Raymond Engineering is listed on the OTC market.

Don is responsible for Sprague's Active Components Division and recently undertook responsibility for Sprague Electric's Far Eastern Operation.

## EASTER SEAL CAMPAIGN



A team from Sprague Electric won first place in their division at the Century 21 Easter Seal Marathon held late in February at Berkshire Community College in Pittsfield, Massachusetts. Participating teams raised a total of \$5,042 for the Easter Seal campaign. The event was one of many marathons held throughout the State.

The Sprague team was managed by player/coach Barbara Davis and consisted of the following: Gayle Andrews, Earl Beckwith, Victor Boschetto, Hope Dean, Bill Delaney, Bill Hein, Gilbert McNicol, Chuck Ozolins, Linda Saharczewski and George Shaker.

The Easter Seal campaign provides camperships for county youngsters with physical disabilities as well as information and referral services. The organization also provides therapy and home health care services. (FTT)

## SPRAGUE RECEIVES SUPPLIER AWARD

The major effort throughout the Company to improve product quality continues to produce ever increasing internal quality level and recognition from our customers. One such award was granted by Burroughs Corporation that awarded its first annual Supplier Excellence Award to the Sprague Electric Company at ceremonies held April 25, 1983 in Detroit, Michigan.

Sprague Electric was one of only 51 suppliers worldwide recognized for exceptional performance in adhering to Burroughs' quality standards. Presented by Hitendra N. Ghosh, Vice President of Quality and Alexander C. Wilson, Vice President of Procurement, the awards were based on Burroughs' criteria of both material and delivery quality.

Joe Coughlin, Vice President Sales at Sprague Electric Company was the guest of Burroughs' President Paul G. Stern at Burroughs' world headquarters prior to the evening reception and awards dinner.

Our Company also recently received a "Vendor of the Year Award" from Texas Instruments' Data Systems Group for outstanding quality and delivery. A number of Sprague facilities contributed to that achievement.

Also received, for an unprecedented fourth year in a row, was an excellent vendor award from Leeds and Northrup Company. During 1982, Sprague's record with Northrup included 95% on-time delivery and 100% quality. Employees from Hillsville, Lansing, Wichita Falls, Barre, Sanford, Concord and Visalia were all part of the efforts that resulted in this award.

In addition, Sprague received recognition from Magnetic Peripherals Inc. for a 100% quality rating at their Oklahoma City location in 1982. Over 3.4 million solid tantalums, resistor networks, hybrids, aluminum electrolytics and monolithics were accepted by MPI/Oklahoma City last year.

Congratulations to all concerned! (FTT)



Joe Coughlin (right) is shown receiving the Burroughs Supplier Excellence Award from Hitendra Ghosh (left) and Al Wilson (middle).

## BASKETBALL LEAGUE

The Sprague Electric "A" Team, led by Alan Giorgi of Brown Street won the Pittsfield Al Bianchi Men's Basketball League at the Boys' Club on Sunday, March 20, 1983. They defeated Sportabout 94-89, snapping Sportabout's three-year lock on the title. The season marked Sprague Electric's first year in the Al Bianchi League.

In the semifinals, Sprague beat the Dugout of Dalton 103-81 and Sportabout had edged the Riverside Cafe 99-91. The winners were honored at a banquet in

Dalton, Massachusetts.

In the Northern Berkshire Industrial League, Sprague "A" tied for first place but lost out in the finals to Captains Table five who were able to wrest the NBIL championship from the Sprague "A" team for the first time in five years. (FTT)

## HEALTH CARE FITNESS

Employees' health and health care costs continue to be important to the Company and all employees. This has resulted in significant efforts at several locations to promote physical fitness through various exercise programs and communicating with employees about the advantages of "fitness."

Many locations have employee teams active in softball, basketball or volleyball leagues, e.g. North Adams, Clinton, Visalia and Concord. Our Nashua, New Hampshire operation has an on-site aerobics class; Annapolis Junction has a fitness/exercise class; Orlando an employees' bowling league; Wichita Falls has several "challenge ladders" in activities such as racquetball and golf, and Sanford has an especially active recreation program. Finally, almost every Sprague location seems to have an active cadre of joggers and runners. If any employees are interested in such programs at their location, just ask your supervisor or stop at the IR office to see if there's an active program you can join. Or better yet, be the one to get a program started! Stay Fit for Life. (FTT)

## RECOGNITION AT WICHITA FALLS

Two employees at the Wichita Falls plant were recognized for missing only two days each out of sixteen years of service. The two recipients were Wayne Williams and Andrew Webster. Both employees received a \$100 savings bond and an AM/FM clock radio. The purpose of the clock radio was to make sure they don't sleep in and miss any days in the next sixteen years (Texas joke). Congratulations! to both of them. (MRK)



Left to Right: Der Tackett, Plant Manager; Wayne Williams, Deflash Operator; Andrew Webster, Custodian; and Bob Marlowe, General Manager.

## WORCESTER'S QUALITY CIRCLES SAVE MONEY

The concept of quality circles has received a lot of press since its rediscovery in Japan. The Worcester program was started in October, 1981 by Rich Kneeland and Charlie Miller with strong support from Dick Morrison and Peter Loconto. The results to date have far exceeded expectations and we now have 15 circles in operation and a con-

tinually increasing list of people wanting to form new circles. The circles consist of two to ten production workers and a leader. The leader is generally a Foreman, Supervisor or Technician, and is trained by Rich in the methodology of leading a circle. The enthusiasm of the circle members is only exceeded by the results. Each project culminates in a report by the circle members to management. These presentations are done in a very professional manner complete with slides, charts, photos, etc.

Results to date by process area:

**Diffusion** — Reduced water losses due to streaking. Operator training manual. Safety mechanism on dryer. Color code system to prevent tube contamination.

**Clean Room** — Improved cassettes. Efficiency improvement with improved tracks on coat/develop machines. Reduction in passivation rework yield loss.

**Probe** — Projected Savings. Standardized ink mixtures which resulted in a very significant cost reduction. Probe installed signal light system to alert supervisors/engineers to technical problems with探针。

**Final Test** — Improved throughput of 8 lead handlers.

**Other** — Implemented an improved corrective action system for rejected incoming material such as wafers and packages. Various other safety, training and awareness projects. The results in most projects may be measured in dollars saved. A more significant benefit however is in creating a feeling of self-importance by employees who do not normally get to work on engineering projects. Participation by production employees in solving problems has resulted in less absenteeism, more positive attitude, better yields, reduced costs, better quality, etc.

The savings to date on the above projects is nearly \$100K in cost avoidance and "We've only just begun." (RTK)

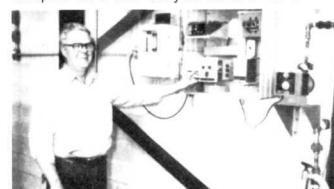
closely related to the story of wastewater treatment in our city. Prior to 1982 all city sewer lines led to the Merrimack River. The procedure at Sprague was similar to other industries in the area. Process rinsewater was piped to manmade ponds to evaporate and settle or to the city sewer system.

In the early 1970's the city began making plans to build a wastewater treatment plant and retained Environmental Engineers, Inc. of Concord to design the plant. In 1978 Corporate Facilities Engineering, Concord Management and Plant Engineering began planning to connect our wastewater drains to the city sewer line. Our objective was to have a wastewater pretreatment facility that would be compatible with the city's treatment facility and would satisfy all local, state, and federal laws, and would be operational by the time the city's treatment system was completed. To help us with this project we also retained Environmental Engineering, Inc.

Under EEI's guidance, the project began with a survey and characterization of all of the Concord Facility's process wastewater streams. Next a preliminary design was prepared which included recommendations for process changes and water conservation measures. Final design of the plant was completed in September 1981 and construction started in the fall. The pretreatment facility was fully operational in the fall of 1982.

Our pretreatment is a neutralization process, depending on the pH of the incoming wastewater. Sodium Hydroxide or Hydrochloric acid is added to maintain outgoing water pH of 5.5 to 9.5. The heart of the system is the pH monitor/controller. This system automatically controls the chemical feed pumps and continuously records pH.

Along with treating the wastewater, two other factors were important to the design of the pretreatment facility. First, we wanted a structure that would resist the corrosive attack of the chemicals used in the pretreatment process. Concrete Block, painted aluminum, plastic and stainless steel were the main materials used for the building and mechanical and electrical systems. The second consideration was energy conservation. If possible, we did not want to use a conventional heating system to keep the inside of the building above freezing in the winter. To accomplish this two sources of heat have been used: Solar and the process wastewater itself. Sunwall, manufactured by Kalwall Corporation, is used for the south wall of the building. The sunlight heats the concrete floor and walls as well as the 10,000 gallon neutralization tank. The process wastewater is also a source of heat. Average water temperature is 80°F. The heat from this warm water is conducted through the tank walls to surrounding air. With outside temperatures blow zero, inside temperature has stayed above 40°.



Pretreatment plant operator, Dick MacLeod.

A few years ago few people would have believed that it ever would be possible to swim and fish in the Merrimack River. A few months ago the first annual Merrimack River Days outing was held. People canoeed on the river and saw plans for parks and recreation areas. It is a nice feeling for us at Sprague to know that we have participated in this change. (TEC)

## CASH AND RECOGNITION

During the first four months of 1983 Sprague Electric employees put their ideas to use through our suggestion system. As one Plant Manager said recently, "We really appreciate all ideas including the nonadopted ones; these employees are in there trying to improve our product and reduce costs even though they aren't winners every time." Suggestions in an employee personnel folder indicate: interest in job, motivation, exertion to beat competition, want of extra cash and being an important part of the company.

By mid-May of 1983, the following information data is available:

Highest award — \$2,688 at Sanford, Maine.

Most suggestions (1982-83) acted upon — 78 at Wichita Falls, Texas.

Most awards per employee (including Quality Circles) — 39 at Worcester, Massachusetts.

Highest % of suggestions per employees — 28.7% at Visalia, California.

So, DO NOT BE TIMID! There's a lot of cash just waiting to be claimed with a suggestion award. Fill out a form and later you may be filling your home with anything the "green" may buy. If you don't win the very first time, give it another try. Suggestions are an indication of faith in yourself and your fellow employees. Be on the winning team! (HzV)

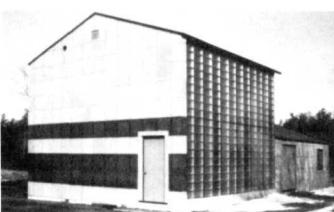
## 1982 SERVICE AWARDS



Long term employees are a valued asset to the Sprague Electric Company. Six employees from the Annapolis Junction facility were awarded service awards recently. David Miller, the Plant Manager, presented these at a party. The awards went to Theresa Arnold, Quality Control Technician for five years of service; Katie Morris, Section Leader in the Filter Production Area for fifteen years of service; Thelma Marshall, Section Leader in the Filter Production Area for fifteen years of service; Don Brouillard, Production Manager for ten years of service; Ingrid Gentry, Quality Control Technician for ten years of service; Marion Dutton, Coil Winding Section Leader, for ten years of service. (CJM)



## CONCORD WASTEWATER PRETREATMENT



Question: What is that funny looking building in back of the Sprague-Concord Plant?

Answer: It's the Sprague Electric Company (Concord) Wastewater Pretreatment Building.

The story of this pretreatment facility is

# NASHUA RECOGNIZES MANAGEMENT CONTRIBUTIONS

Jim Cobleigh, Facility Engineer, has been awarded the 1981 Major Achievement Award by General Manager, Robert Purple. The 1982 Award went to Production Manager, Mark Hogan. Also known as the "You Make a Difference" award, the recognition was begun by Purple in 1980.

The latest awards were presented at a dinner meeting attended by Dr. John L. Sprague, Chief Executive Officer and Fred Thompson, Vice President Industrial Relations. In making the presentation to Cobleigh, Purple noted Jim's tremendous efforts in building renovations and installation of major new machinery during 1981. While renovation of the old mill building was necessary, Jim's attention and careful planning helped to retain the beauty of the brickwork, wooden spiral staircases and wood floors. A new cafeteria was built in a large front section of the building with a wall of large windows and beautiful brick.

Mark Hogan has served as Production Manager since 1978, and plans to retire during 1983. Mark's contributions during the transition to automated production processes, as well as his years of service since 1955, were recognized by Purple.

Agnes Juonis, one of the original employees in Nashua (June 1948), and her family were special guests for the evening. Aggie received several special gifts and comments by Fred Thompson thanking her for her many years of valuable service.

Dr. John Sprague shared information with the management group relative to Company growth and future potential. His visit and presentation was the highlight of the evening and the special awards program.

During the summer, the Nashua Sprague Electric employees and the community will celebrate the Company's 35th year in Nashua. (BDR)

## PHYSICAL FITNESS



Everybody seems to know that exercise is vital to good health, yet many people are not doing anything about it because they do not have easy access to facilities or the time to use them. Although exercise regiments concentrating on individual endurance activities such as jogging, swimming and bicycling may lead to rapid improvement, broader employee participation can be expected with such recreation programs as relaxation exercises, volleyball, softball, bowling. Do you recognize these employees? This is not a hold up!! Just the exercise classes being held after work at the Annapolis Junction facility. Classes are led by Donna Bowen in their Stamping Department. (BKT)



Joseph Yamron, Vice President and General Manager of Northrop Corp. and newly elected Chairman of the Board of Associated Industries of Massachusetts presents its Citation for Distinguished Service in Public Affairs to Robert J. Diodati of the Sprague Electric Co. at AIM's recent annual meeting at the Marriott Inn of Newton on Thursday, April 28, 1983.

## POSTAL CHESS GAMES

What grueling championship competition pits two opponents head-to-head and takes 20 hours of playing before a winner is proclaimed? Believe it or not, chess.

Kerry Coffin, an Applications Engineer at Sprague's Sanford, Maine, plant, knows all about the merits and challenges of chess. Kerry is the Maine State Chess Co-Champion for 1983. In 20 hours of finals competition held April 23-24 of this year, Kerry won the first 4 rounds and tied in the 5th and final round to be named co-champion of the State of Maine. He was last year's state champ and was also named Downeast Chessplayer of the Year for 1982. On May 12, 1983, he received his prestigious National Masters Certificate to become one of only three masters in the state.

"It's not unusual for me to lose 4 or 5 pounds in a weekend," Kerry says. Waiting for an opponent to make his move, trying to figure out what move an opponent will make, and planning his own counter-move is exhausting for a competitive player like Kerry. "It's a real drain on the system," he says.

When Kerry was in the 8th grade, his brother taught him how to play chess. He played all through high school and was named Maine State High School Co-Champion in 1977. In college, he played half a year and then took 3 1/2 years off.

Kerry was hired by Sprague Electric a month and a half after receiving his college degree, and in that month and a half he picked the game up again. Since then, he has become very involved in the game of chess as a whole. He has opponents in 24 postal chess games as far away as California, Washington, Texas, and Tennessee. Postal games last over a year, each move being mailed back and forth between players.

Kerry has promoted chess among young people by visiting schools, making a presentation and then by playing simultaneous chess. At one high school, Kerry played 21 different games against different opponents at the same time: walking from one game to another, only stopping long enough at each board to make a move. Kerry defeated all 21 opponents. Says Kerry, "I had a wick-

ed headache the first time I played simultaneous chess."

Kerry takes chess seriously; he played every two weeks in 1982 and racked up 33 straight wins. His only 1983 loss came at the hands of Massachusetts player, Pat Wolf, the American National High School Champion.

Kerry maintains a chess library of over 100 volumes and stays in shape for competition by practicing during his lunch hour.

Sanford is proud of Kerry Coffin for his achievements in the game of chess, and wishes him all the best in future competition. (DRD)

## SUGGESTION AWARD

Ruth Mercer, A Group Leader in the Formation Department at the Sanford, Maine, plant knows that a good suggestion can pay off. Her tantalum saving suggestion was voted a \$2763.73 award by Sanford's Suggestion Committee this March.

Ruth's suggestion involved equipment modification that permitted the Company to save tantalum pellets. The saved pellets are now processed as opposed to being scrapped.

Ruth has been employed at Sprague since 1968, and has received several other suggestion awards for her helpful ideas, but this recent award is by far the biggest for her to date. She is a very active participant in the Sprague Suggestion Plan, and has contributed numerous cost saving ideas to the Company over the past 15 years.

Ruth used some of the money on a trip to Las Vegas, Nevada, she and 33 others from Sanford took in early May. An avid Beano player, Ruth said before leaving for Las Vegas: "Now I'll have a real reputation for gambling when I return." (DRD)



Ruth Mercer (left) receives her \$2763.73 suggestion award check from her supervisor, Phyllis Briggs.

## FLEA MARKET

Saturday, May 14, saw the Sanford plant's parking lot as the hub of the town's activity as the plant held its Second Annual Sprague Electric Flea Market. Well over 100 employees signed up for spaces and for a day of haggling and dickering. Advertised as the area's most gigantic flea market, the event lived up to its advance billing. Estimates of people attending ranged as high as ten thousand!!

Items sold ranged from books, sporting equipment and toys to crafts, jewelry and handmade furniture. To add to the festivities, a refreshment booth was set up by the Canteen Service and a clown handed out free balloons to children.

At day's end, everyone was pleased with the amount of business they had done. This has become a very popular company-sponsored activity as well as a very successful one for the participants. (DRD)

## CANCER WEEK PROGRAM



Employee gives sample of air in lungs on "Ecolyzer," which measures carbon monoxide levels during lung cancer session of Sanford's cancer awareness program.

A "Cancer Week" program was held at the Sanford plant the week of April 25. The program consisted of education and testing, with two sessions being held each day to cover the large plant population.

Over 100 people were tested on the "Ecolyzer," a device used to measure the level of carbon monoxide in the lungs. The use of the "Ecolyzer" and the impact of the Lung Cancer sessions prompted requests for a smoking cessation program, which will materialize in the latter part of June.

Other sessions covered uterine, colon and breast cancer plus Hospice care. The session speakers were from the American Cancer Society, The Maine Lung Association, and Hospice of Maine.

## NEW MANAGERS

Arthur J. Christopher has been named to the new post of Manager, Power Supply Market Development. Art's new duties will involve strategic sales planning, forecasting, contract negotiating, and future product definition for the domestic power supply market.

This new position will allow us to better serve this high growth area which is projected to reach \$3 billion by 1985. We will also be better equipped to take advantage of our synergistic capability by having someone devote full time and effort to increasing market share for our complete power supply product offering.

Art will make his headquarters at 1010 Haddonfield-Berlin Road (P.O. Box 827), Cherry Hill, New Jersey 08003, our former Southern New Jersey District Sales Office, and he will report to Ted Fischer, National Sales Manager.

George J. Mozek has been named Eastern Regional Manager, succeeding Arthur J. Christopher. He was formerly the Semiconductor Sales Specialist for our Northern Sales Region, headquartered at our Framingham, Massachusetts (BO) District Sales Office, where he will continue to be located.

Prior to joining the Sprague Electric Company, George was a Product Marketing Manager for Varian Associates of Beverly, Massachusetts, where he had marketing

The program, conducted by plant nurse, Debbie Roy, was very well received by employees. Awareness of this disease was the main thrust of the program. Employees were encouraged to receive regular physical checkups, because the earlier a cancer is detected, the better the chances of successful treatment.

Debbie has also conducted an Arthritis Program in late May. The film, "Wherever You Are" starring Henry Fonda was shown, informing employees of arthritis treatment and detection.

Programs such as these are examples of how the Sanford plant is trying to meet the educational health needs of employees. Good health is a precious commodity. (DRD)

responsibility for microwave components and satellite communications receivers.

George received his B.S. and M.S. degrees in electrical engineering from the New Jersey Institute of Technology, formerly the Newark College of Engineering in Newark, New Jersey.

We congratulate Art and George and wish them luck in their new positions.

## FROM THE AMERICAN CANCER SOCIETY

### SMOKING — FACTS TO HELP YOU STOP

The link between cigarette smoking and lung cancer is well known. Approximately 89,000 people die of lung cancer in the U.S. each year, and about 80% of lung cancer cases are related to smoking. But, did you know smoking is responsible for more deaths from cancer than any other single agent — 20% of all cancer deaths?

Cigarette smoking is also involved in other upper respiratory cancers — oral, larynx, naso-pharynx — as well as cancer of the esophagus and bladder.

In all, smoking is a causal agent in more than 325,000 premature deaths every year. To put it in money terms, heavy cigarette smoking in the U.S. costs \$17 billion a year in unnecessary bills — \$4 billion for medical care to treat the illnesses it causes and at least \$13 billion for accidents, absenteeism, lost output, etc.

Studies in more than 15 countries have shown the death rate from lung cancer in cigarette smokers is about 10 times that of nonsmokers. An immediate drop in the likelihood of sudden death is the first bonus for quitting smoking.

### Why Do You Smoke?

Now, let's find out what kind of smoker you are. There are six key factors which help describe many people's smoking habits. They are: STIMULATION, HANDLING, RELAXATION, CRUTCH, CRAVING and HABIT. Your particular need for cigarettes may be well defined by only one of these factors, or by a combination. The more important a particular factor is in smoking, the more effort you'll have to make to counteract it.

1. STIMULATION — You smoke because you're stimulated by the cigarette. It gives you a lift, pep's you up when you're tired. When you try to give up smoking, you'll want to substitute a brisk walk to wake you up, or a few simple exercises whenever you feel the urge to smoke.

2. HANDLING — You like the ritual and trappings of smoking, tapping the cigarette on the back of your hand, striking matches or waving your cigarette about to emphasize a point. You can find other ways to keep your hands busy. Pick a new object to use like a coin, piece of jewelry, a pen or a pencil.

3. RELAXATION — You get a real sense of pleasure out of smoking, it's the time when you feel good about yourself. An honest consideration of the harmful effects of this habit may help you to take some of the "pleasure" away from the smoking habit.

4. CRUTCH (or negative feelings) — If you mostly light up when you're angry or depressed, you're using smoking as a tranquilizer. You've got to prove to yourself that smoking isn't helping you deal with problems effectively. In a tough situation, take a deep breath to relax, call a friend and talk over your feelings. If you've coped with stress a few times without smoking, you're on your way to quitting.

5. CRAVING — Quitting smoking is difficult for you if you feel you're psychologically or physiologically dependent. It means you start craving your next smoke as soon as you've put out a cigarette. Try to crave quitting. Tell everyone you're going to quit, use a sign on your desk or wear a lapel button about nonsmoking (ask your local American Cancer Society Unit for quit-smoking items). Once you have stopped, it will be possible to resist the temptations to smoke because the withdrawal effort is too tough to face again.

6. HABIT — If you usually smoke without even realizing you're doing it, you should find it easy to break the habit pattern. Cutting down gradually may be effective for you, particularly if you make a point of becoming aware of each cigarette you smoke. Start by asking, "Do I really want this cigarette?" You may be surprised at how many you don't want. Help yourself by changing smoking patterns — make cigarettes hard to get at, in a locked drawer, or use only kitchen matches.

You want to stop smoking. That's why you're reading this. If you'd like more help, you can get a "Quitter's Guide," which is a 7-Day Plan to help you stop smoking, simply by writing or calling your local unit of the American Cancer Society.

Good Luck.

## DEARBORN HOLDS "SPRING FLING"



Sprague-Dearborn's annual "Spring Fling" was a smashing success — even a "little rain, thunder and threat of a tornado" could not dampen the spirits of all who attended the April 23rd picnic at Sea World. Almost 500 hardy souls visited the famous Shamu and enjoyed a delicious chicken barbecue dinner. Special guests were Mr. & Mrs. Jim Symonds of Penn Central. A "super good time" was the consensus of opinion from all. (VAR)

## BENEFIT FUND SHOW A HUGE SUCCESS



This year's production of "Say It With Music" was the most successful Benefit Fund Show ever. According to the Director, Andy Ansaldo, this year was the most profitable and had the most employee participation in the show's 19 year history. Approximately 1200 people attended the show with a record-breaking sell out of 800 attending the Saturday night performance. As a result of the show's popularity we were able to contribute \$2,100 to the Sprague Concord Employee Benefit Fund. A special thank you should be extended to all of those who helped to make our show a success. Not only did our employees and friends display a fine show of talent, but they also made costumes, props, worked as stage hands, wrote scripts, designed programs, sold tickets and ran raffles. A very special thank you is given to Andy Ansaldo who has donated his time and talent to be our show's director for the past 19 years. (DJM)

## EMPLOYEE AUTHOR

Andrew Dequasie, a twenty-year employee of Sprague Electric Company, North Adams, has written a novel entitled, "Thirsty" to be published by Walker and Company.

A humorous and unusual western, "Thirsty" tells of a young boy who, returning with his grandfather to the ghost town of Thirsty, recalls the experiences his grandfather had in the days when the town teemed with gold and people of all types.

Mr. Dequasie currently lives in Pownal, Vermont, has resided in North Adams, Massachusetts and Barre, Vermont, where he also worked for Sprague Electric Company. The editorial staff congratulates employee Dequasie on his novel. (FTT)

**SPRAGUE**  
THE MARK OF RELIABILITY  
a Penn Central unit

LOG

BULK RATE  
U.S. POSTAGE  
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## CHILD CARE PROGRAM

Since January, Sprague Electric Nashua employees have had access to subsidized child care at the Early Learning Center of the Boys' Club.

Unlike many child care services which are merely babysitting arrangements, the Early Learning Center offers a high quality educational program. A full curriculum has been developed to help children develop learning and motor skills necessary to perform at their highest potential. In addition to a reading and writing readiness program, children participate in swimming, music, art and literature appreciation programs. The Center is open from 6:30 a.m. until 6:00 p.m., Monday thru Friday.

Seven children of Sprague Nashua employees are currently enrolled, and many more are expected in the summer program. This program will provide additional activities and opportunities for children of Sprague employees. (BDR)

## ARTS & CRAFTS FESTIVAL

Sprague Concord held its first Annual Arts and Crafts Festival the week of April 11th. All employees were eligible to participate in the contest and were allowed to have two entries in each category. The contest contained three categories: Paintings, Hand-crafts, and Photographs with a first, second, and third prize awarded in each category. All displays were brought into Industrial Relations where they were logged in, assigned a number, and then taken to the cafeteria to be displayed. A ballot box was also placed in the cafeteria so that all employees could vote for their favorite entry in each category.

After the votes were counted the winners were:

### Paintings:

- 1st place Neelam Jain
- 2nd place Tamra Gagne
- 3rd place Lee Goodsell

### Photography:

- 1st place Bernice Goodsell
- 2nd place Betina McCarthy
- 3rd place Bernice Goodsell

### Crafts:

- 1st place Joan Cleasby
- 2nd place Kathy Freeman
- 3rd place Robbin Kirk

Congratulations to all the winners and thank you to all the participants for giving us such a fine display of talent. (DJM)

## SERVICE AWARD



Nancy Paprskar, Administrative Coordinator, located in the Texas Sales Office celebrated her 25th Anniversary with the Sprague Electric Company on March 3, 1983.

Nancy has been with Sprague Electric Company since the original OEM Sales Office was opened in Texas. She has played an important part in the growth of the Texas Office by her work with our customers in securing orders, quoting, expediting and working problems to the satisfaction of our customers.

Nancy has made many friends through the years both with our customers and at Sprague Electric Company. Her hard work and friendly attitude have helped to make the Texas Sales Office generally known as the best Field Sales Office in Sprague Electric Company.

Nancy lives in Dallas, is married and has two children and three grandchildren. (BGB)



In the picture above Dr. John Sprague, Chief Executive Officer and Chairman of the Board of the Sprague Electric Company, presents to Betty (Mae) Fulginiti a photograph of the reception area of the executive offices in North Adams, Massachusetts. Mrs. Fulginiti painted two pictures that are the highlight of the reception area and certainly recognition of Mrs. Fulginiti's talent is well deserved. Thank you Mrs. Fulginiti for your interest in Sprague Electric Company.